

## ANNUAL PUBLIC FILE EEO REPORT

(To be completed by each station or each station group annually and placed in each station's public inspection file and on each station's web site)

Call Sign of Station(s): WJAR-TV

1. List all full-time job vacancies filled by any station covered by this report during the past year.

**Customer Service Representative**

**Director**

**Media Asset Coordinator**

**Production Technician**

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

**Please see Appendix A - NBC 10 WJAR RECRUITMENT SOURCE LIST**

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

**Customer Service Representative – 8 interviews**

**Director – 5 interviews**

**Media Asset Coordinator – 4 interviews**

**Production Technician – No interviews conducted – competitive hire.**

**17 interviews conducted since March 10, 2003.**

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
America's Job Bank	1
NBC 10 Website	14
RI Job Bank	1

4. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

**Emerson College Internship-Jobs Fair, 4/25/03:**

Betty-Jo Cugini, Vice-President-News, participant

Recruit students for possible internships and future candidates for position openings

**Participation with Emma Bowen Foundation for Minority Interests in Media:**

Recruited 2 new minority students for summer internships (July-August, 2003)

**Partnered with the Metropolitan Regional Career and Technical Center, alternative inner city high school:**

Recruited one minority student to begin internship, 2 days/week, learning academic skills through real-world problem solving (October-December, 2003)

## APPENDIX A

### NBC 10 WJAR RECRUITMENT SOURCE LIST

Career Counselor  
Hispanic Chamber of Commerce  
2175 K Street NW  
Suite 100  
Washington, DC 20037  
(202) 842-1212

Executive Director  
CHisPA  
421 Elmwood Avenue  
Providence, RI 02903  
(401) 467-0111

Career Development & Placement Services  
Eastern New Mexico University  
1200 W. University  
Portales, NM 88130  
(505) 562-1011

Career Planning Services  
Brown University  
Box 1926  
164 Angell Street  
Providence, RI 02912  
(401) 941-9370

Executive Director  
Blacks Interested in Communications  
1468 Broad Street  
Providence, RI 02905  
(401) 941-9370

Director of Placement Services  
Massachusetts Communication College  
10 Brookline Place West  
Brookline, MA 02445-7295

Placement Office  
Bryant College  
1150 Douglas Pike  
Smithfield, RI 02917  
(401) 232-6090

Career Counselor  
RI Indian Council  
The Algonquin House  
807 Broad St.  
Providence, RI 02905  
(401) 941-3398

Career Counselor  
Providence Human Relations Commission  
151 Weybosset Street  
Providence, RI 02903  
(401) 421-3708

Director - Human Resources  
Vocational Resources  
100 Houghton Street  
Providence, RI 02904  
(401) 861-2080

Special Project Coordinator  
Wheaton College  
Filene Center for Work & Learning  
Norton, MA 02766  
(508) 286-8200

SER - Jobs for Progress  
164 Bedford Street  
Fall River, MA 02720

Career Counselor  
National Association of Hispanic Journalists  
1000 National Press Building  
529 14th Street, NW  
Washington, DC 20045-2001  
(202) 662-7145

Career Services  
University of Rhode Island  
90 Lower College Road  
Suite 4  
Kingston, RI 02882  
(401) 874-2311

Placement Office  
Roger Williams University  
One Old Ferry Road  
Bristol, RI 02809  
(401) 254-3448

Career Counselor  
Urban League of Rhode Island  
246 Prairie Avenue  
Providence, RI 02905  
(401) 351-5000

Career Services  
Community College of RI  
Knight Campus  
East Avenue  
Warwick, RI 02886  
(401) 825-2050

Career Services  
RI College  
600 Mount Pleasant Avenue  
Providence, RI 02908-1924  
(401) 456-8000

Career Services  
National Association of Black Journalists, Inc.  
8701-A Adelphi Road  
Adelphi, MD 20783-1716  
(301) 445-7100

Career Planning & Placement Service Manager  
Howard University  
6th & Bryant Sts., NW  
Washington, DC 20059

Career Services  
Network of Hispanic Communicators  
P.O. Box 22313  
Dallas, TX 75222-2313

Black Executive Exchange Program  
National Urban League  
120 Wall Street  
New York, NY 10021

National Black Media Coalition  
1738 Elton Road  
Suite 314  
Silver Spring, MD 20903  
(301) 445-2600

Career Counselor  
National Association of Black Accountants  
P.O. Box 809132  
Chicago, IL 60680-9132

Career Counselor  
National Association of Black Sales Professionals  
503 S. Oak Park Avenue  
Oak Park, IL 60304

Career Counselor  
National Black MBA Associations  
180 N. Michigan Avenue  
Suite 1515  
Chicago, IL 60601  
(312) 236-2622

Career Counselor  
Asian American Journalists Association  
1182 Market Street  
Suite 320  
San Francisco, CA 94120

Career Counselor  
Lesley College  
29 Everett Street  
Cambridge, MA 02138-2790

Career Counselor  
SER - Jobs for Progress  
172 Taunton Avenue  
East Providence, RI 02814  
(401) 438-2822

Career Counselor  
SER - Jobs for Progress  
421 Elmwood Avenue  
Providence, RI 02907  
(401) 785-3190

Career Counselor  
New England Institute of Technology  
Warwick, RI 02886

Career Counselor  
Native American Journalists Association  
University of South Dakota  
414 E. Clark St.  
Vermillion, SD 57069  
(612) 874-8833

Career Counselor  
American Women in Radio & Television  
WMJX, Magic 106.7  
55 Morrissey Blvd  
Boston, MA 02125  
(617) 822-6324

Career Counselor  
Society of Professional Journalists  
Eugene S. Pulliam National Journalism Center  
3909 N. Meridian St.  
Indianapolis, IN 46208  
(317) 927-8000

Career Counselor  
RI People of Color in Media  
P.O. Box 40845  
Providence, RI 029400845

President  
National Council of Hispanic Women  
5905 Darlene Drive  
Clinton, MD 20735

National Hispanic Media Coalition  
2514 South Grand Avenue  
Los Angeles, CA 90007  
(213) 746-6988

monster.com  
[www.monster.com](http://www.monster.com)

Promax  
2029 Century Park East  
Suite 555  
Los Angeles, CA 900672906

The New Bedford Standard Times  
22 Elm Street  
New Bedford, MA 02740  
800-286-9876

The Providence Journal  
75 Fountain Street  
Providence, RI 02902  
401-277-7700

[www. Turntoten.com](http://www.Turntoten.com)

General Electric Company  
[www.gecareers.com](http://www.gecareers.com)

America's Job Bank  
[www.ajb.org](http://www.ajb.org)

RI Job Service  
[www.ajb.org/ri](http://www.ajb.org/ri)

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR NBC 10

Job Title: Customer Service Representative

Date Job Filled: August 18, 2003

Recruitment Source  
That Referred

Ultimate Hire: RI Job Listings

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF NBC 10 WJAR RECRUITMENT SOURCES</b>				
<b>NBC 10 ADDS AGENCIES TO THIS LIST UPON WRITTEN REQUEST.</b>				

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR NBC 10

Job Title: Director

Date Job Filled: 09/22/03

Recruitment Source  
That Referred

Ultimate Hire: NBC 10 Website (Internal)

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF NBC 10 WJAR RECRUITMENT SOURCES</b>				
<b>NBC 10 ADDS AGENCIES TO THIS LIST UPON REQUEST.</b>				

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR NBC 10

Job Title: Media Asset Coordinator

Date Job Filled: October 6, 2003

Recruitment Source

That Referred

Ultimate Hire: NBC Web Site

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
<b>SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF NBC 10 WJAR RECRUITMENT SOURCES</b>				

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WJAR NBC 10

Job Title: Production Technician

Date Job Filled: April 21, 2003

Recruitment Source  
That Referred

Ultimate Hire: Competitive Hire

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
COMPETITIVE HIRE - No Sourcing Undertaken				

